

2 June 2015

Wages of Persons with Disabilities ¹

Statistical Use of the Annual Wage Structure Survey and of the State Database of Persons with Disabilities.
Year 2012

Main results

- Average annual gross wages for workers with disabilities employed by others are 19,505.8 euros per worker in the year 2012, that is, 4.1% less than in 2011 and 14.5% less than for persons without disabilities (22,815.2 euros).
- In 2012, men with disabilities have wages that are a 20.5% lower than that of men without disabilities. In turn, the wages for women with disabilities was an 8.5% lower than that of women without disabilities.
- The wage differences between women and men with disabilities are lower (12.9% lower for women) than in the case of the population without disabilities (24.3%).
- In mid-level positions (employees, craftspersons and skilled workers), wages were practically the same between earners with disabilities and the remainder of workers, with a ratio of 99.7%. In senior positions (directors; managers; scientific, intellectual and support professionals and technicians), workers with disabilities earn wages which are a 7.0% lower than those of the rest of workers. In low-level positions (unskilled operators and workers) the wage is a 19.3% lower.
- Workers with intellectual and mental disabilities received the lowest salaries. In turn, the highest earnings corresponded to persons with physical disabilities and sensory impairment.

Wages and disability

The wage differences between persons with and without disabilities should be considered in terms of employment and personal variables whose combining had a significant impact on the wages (type of contract, working day and occupation).

In global terms, and from an employment point of view, what was most relevant for the group of persons legally recognised as disabled was their low participation in the employment market. Thus, in the year 2012, they recorded an economic activity rate of 36.7%, 40 points lower than for the population without disabilities, an employment rate of 24.5%, less than half than that of those without disabilities, and an unemployment rate of 33.2%, more than eight points higher than that of the population without disabilities.

¹ Persons with a degree of disability greater than or equal to 33% are considered persons with disabilities, according to the procedure for recognising, declaring and classifying the degree of disability established by RD 1971/1999 amended by RD 1364/2012. RD 1/2013 establishes the persons considered to be persons with disabilities.

The different distribution of these population groups in terms of variables such as sex, age and occupation can influence the differences between persons with and without disabilities.

In this context, gross annual average wages of wage earners with disabilities was 19,505.8 euros per worker in the year 2012, that is, 14.5% less than that of persons without disabilities. In other words, the wage ratio between workers with and without disabilities was 85.5%. This ratio decreased as compared with the previous year (88.5%).

Wages per hour for persons with disabilities stood at 12.8 euros in the annual calculation, 12.1% less than those of persons without disabilities.

Average earnings

	Total	Persons without disabilities	Persons with disabilities	Wage gap ¹ (%)
Annual gross wage				
Per worker	22,726.4	22,815.2	19,505.8	-14.5
Per hour	14.6	14.6	12.8	-12.1

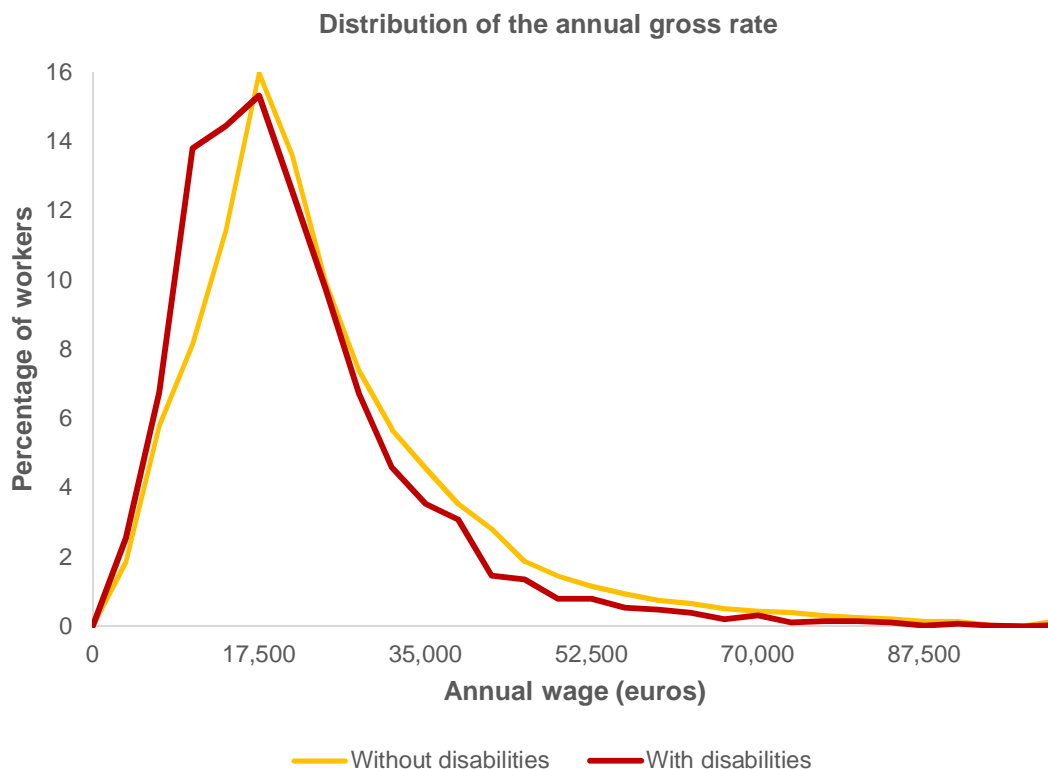
¹ Wage gap = difference between the earnings of persons with disabilities and those of persons without disabilities, in %.

In addition to earnings in average terms, there are two other measures that characterise the wage distribution of persons with and without disabilities: the median and the percentiles.

The differences in the median wage (that for which there are as many workers with higher wages as workers with lower wages) stood at 12.1%. The relative positions of the two measures (average wage higher than the median wage) is due to weight of workers with higher salaries. The differences between persons with disabilities and persons without disabilities increased as wages are higher, going from 10.7% to 14.7%, in the case of the percentiles 10 and 90, respectively.

Wage distribution of persons with and without disabilities

	Average wage	Median wage	Percentile 10	Percentile 90
Persons without disabilities	22,815.2	19,107.6	8,026.9	40,992.2
Persons with disabilities	19,505.8	16,798.5	7,168.0	34,973.6
Wage gap (%)	-14.5	-12.1	-10.7	-14.7



The wage distribution is similar for both population groups, although in the case of persons with disabilities there is a greater percentage of workers with low salaries.

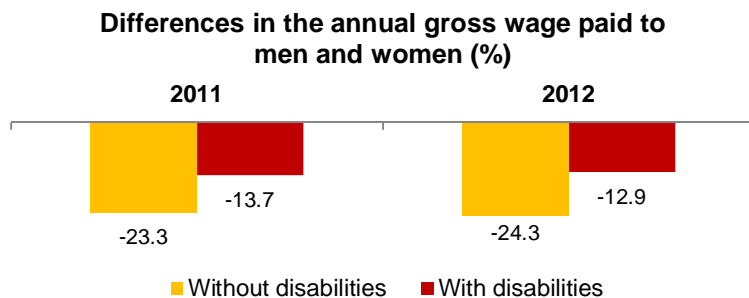
Generally speaking, although the differences between the wage levels of persons with and without disabilities were significant in the year 2012, these decreased as the wage level increased.

Wages and disability according to the characteristics of the worker and the characteristics of the work unit²

By sex, the wage for women with disabilities stood at 17,909.7 euros on average per worker per year in 2012, while for men stood at 20,550.5 euros. Wages for women were 12.9% lower than those for men, although the difference was lower than in the case of the population without disabilities (24.3% lower).

Nevertheless, fewer wage inequalities were detected among the female population with and without disabilities (wages of the first ones were 8.5% lower than those of the latter ones) than in the case of men (whose wages were 20.5% lower where disabilities were present). As compared with 2011, these differences registered an increase of one point in the case of persons without disabilities, while they decreased almost one point in the case of persons with disabilities.

² The work unit was the Social Security Contribution Account, the sampling unit used in wage and labour cost surveys.



It was worth noting that, with increasing age and experience, wage differences are reduced, as in 2011, although the wage ratio never exceeds 84%. That is, in no age group did wages of persons with disabilities show a difference of less than 16% from that of persons without disabilities.

Annual earnings according to the demographic features of the worker

	Persons without disabilities	Persons with disabilities	Wage ratio (%)
Total	22.815,2	19.505,8	85,5
Sex			
Men	25.847,4	20.550,5	79,5
Woman	19.574,0	17.909,7	91,5
Age group			
16 to 29 years old	14.944,8	11.269,5	75,4
30 to 44 years old	22.577,7	17.782,2	78,8
45 years old and older	25.469,8	21.192,2	83,2

Regarding the type of working day, fewer wage differences were observed between persons with and without disabilities in part-time contracts, in which the wage ratio stood at 91.9%.

By type of contract, the ratio was similar, both for permanent and temporary contracts (86.0% and 86.6%, respectively).

The occupation of workers was the most illustrative variable of the employment status of persons with disabilities. In 2012, in no occupation group persons with disabilities exceed the gross wages of workers without disabilities.

In turn, in senior positions (directors; managers; scientific, intellectual and support technicians and professionals) the wage of workers with disabilities registered a decrease as compared with 2011, widening in three points the wage gap.

In mid-level positions (employees, craftspersons and skilled workers), the wages for persons with disabilities were almost the same as those for persons without disabilities, narrowing the wage gap to 99.7%.

With regard to low-level positions (unskilled operators and workers), the ratio registered an 80.7% decrease.

Wage ratio between workers with and without disabilities by level position (%)

Annual gross wage	2011	2012
Senior position: directors and managers; Scientific and intellectual technicians and professionals; Support technicians	96.0%	93.0%
Mid-level position: employees, artisans and qualified workers	101.2%	99.7%
Low-level position: non-qualified workers and operators	83.4%	80.7%

Annual earnings according to the labour characteristics of the worker

	Persons without disabilities	Persons with disabilities	Wage ratio (%)
Type of working day			
Full-time	26.195,4	22.413,5	85,6
Part-time	10.345,3	9.508,6	91,9
Type of contract			
Permanent	24.366,5	20.954,5	86,0
Temporary	15.956,6	13.812,9	86,6
Occupation group			
Senior position: directors and managers; Scientific and intellectual technicians and professionals; Support technicians	32.341,1	30.077,9	93,0
Mid-level position: employees, artisans and qualified workers	18.261,5	18.208,2	99,7
Low-level position: non-qualified workers and operators	16.801,4	13.555,2	80,7

According to the characteristics of the work unit and of the company, it was observed that the wages of persons with disabilities increased along with the size of the contribution centre.

Although in all cases wages of persons with disabilities were lower than those for persons without disabilities, the greatest differences between the two groups were recorded in medium-sized contribution centres (50 to 199 workers), with wage levels for persons with disabilities 30.3% lower than those without disabilities.

By activity sector, the differences between wages of persons with and without disabilities were lower in the *Services* sector.

Annual earnings according to the characteristics of the work unit

	Persons without disabilities	Persons with disabilities	Wage ratio (%)
Size of the work unit¹			
1 to 49 workers	19,136.8	16,716.5	87.4%
50 to 199 workers	24,334.5	17,656.4	72.6%
200 workers or over	28,383.9	25,401.6	89.5%
Activity sector			
Industry and Construction	24,932.4	20,852.0	83.6%
Services	22,376.6	20,224.2	90.4%

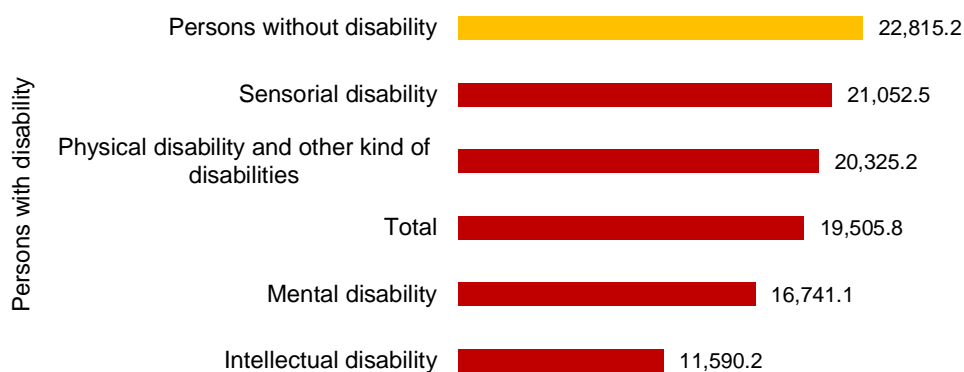
¹ The Work Unit is the Social Security Contribution Account.

Wages by type and degree of the disability

The greatest wage discrepancies were due to the type of disability. Thus, in 2012 the highest earnings corresponded to persons with sensory impairment, followed by persons with physical and other disabilities, with wages 7.9% and 4.2% above the average wage of persons with disabilities, respectively.

At the other end of the spectrum, workers with intellectual and mental disabilities received the lowest salaries (11,590.2 and 16,741.1 euros per annum, respectively), with wages 40.6% and 14.2% below the annual average for the group with disabilities, respectively.

Annual wage by degree of disability (euros)



According to the degree of the disability, differences were also observed, albeit not as pronounced as in the case of type of disability. In 2012, the wages fluctuated from an annual wage of 19,891.7 euros in the case of persons with a lower degree of disability, to 18,479.6 euros in the case of persons with a degree of disability within a range of 45% to 64%.

The relationship between the wage level and the degree of disability is not linear, mainly because of the action of entities specialized in the support of groups of persons with a greater degree of disability.

Annual wage by type of disability (euros)



Wages and measures for encouraging employment

The group of persons with disabilities relied on a series of measures for encouraging employment in order to favour hiring, particularly as permanent staff. Notable among these advantages were reductions and discounts in contribution quotas and the modality of specific disability contract.

On analysing the group of persons with disabilities according to the measures for encouraging employment received during 2012, it was noted that the persons benefiting from these were, in turn, those with the lowest earnings (15,935.5 and 18,080.5 euros per annum for persons with reductions and with a specific contract, respectively).

Annual gross wages of persons with disabilities, according to measure encouraging employment (euros). Year 2012.

	Annual gross wages
Total persons with disabilities	19.505,8
Have they...	
No tax relief/tax credit	21.889,8
Tax relief/tax credit?	15.935,5
Hold they a specific contract for persons with disabilities?	
No	19.991,1
Yes	18.080,5

Methodological note

The statistics Wages of Persons with Disabilities (WPD) examines the wage distribution of workers certified as disabled, depending on a wide variety of variables, such as sex, occupation, type and degree of disability or measures for encouraging employment.

Together with the statistics Employment of Persons with Disabilities (EPD), also compiled by the INE, it is constituted as an ongoing and integrated information system regarding disability and the employment market.

The WPD was compiled from the Annual Wage Structure Survey 2012 (WSS) by the INE, and from the State Database of Persons with Disabilities (BEPD) by the Institute for the Elderly and Social Services (IMSERSO). Moreover, it incorporated data regarding measures for encouraging employment taken from the Social Security General System (TGSS). In the years when the Annual Wage Structure Survey is not conducted (2010 and 2014), the statistics on the Wages of Persons with Disabilities is elaborated using the four-yearly Wage Structure Survey. In this case, the information that can be provided is more detailed³.

All results refer to wage earners who made Social Security contributions for the whole of the economy, excluding Agriculture, Livestock and Fishing; households that employ domestic staff and extra-territorial organisations, meaning the exclusion of 8.2% of the total number of employed persons, and of 5.8% of employed persons with disabilities.

Its creation was made possible by the initiative of the INE, the IMSERSO, the Directorate General for Disability Support Policies, the Spanish Committee of Representatives of Persons with Disabilities (CERMI) and the ONCE Foundation, by signing a collaboration agreement.

Regarding the sources used to elaborate the statistics Wages of Persons with Disabilities, the BEPD is a registration system, with national scope, of proceedings for assessing persons with disabilities. It provides information regarding the features of citizens who have officially been recognised as persons with disabilities by the State administrative bodies with jurisdiction.

The WSS 2012 is a statistical operation carried out annually whose main objective is to obtain estimates on the annual gross earnings per worker, classified by a wide variety of variables, such as sex, occupation, branch of activity, age, etc. It is compiled from the Administrative Registers of the Social Security and the taxing bodies (State Tax Administration Agency (AEAT) and the Treasury of Bizkaia and Comunidad Foral Navarra, being data from the latter agency provided by the Statistical Institute of Navarra) together with the information from the Quarterly Labour Cost Survey (QLCS) by the INE and a single module added to the QLCS. Thus, information is compiled in the least costly way for companies.

The sample of persons with disabilities obtained by crossing the information of the WSS 2012 and the BEPD is highly sensitive to any improvement or change conducted in this last source, as well as to the sample composition of the WSS (the sample selection of these statistics is not conducted taking into account the group of persons with disabilities).

³ Consequently, in this publication data on the net wage or information on characteristics as the education level, seniority or the control of the company cannot be provided.

Therefore, any comparative figure with the year 2011 should be analysed carefully and preferably in terms of increase-decrease, without highlighting the amount.

Wages of persons with disabilities¹

Year 2012

Wages per worker

1. Earnings and disabilities, according to the characteristics of the worker

	Gross annual wage		
	Persons without disabilities	Persons with disabilities	Wage ratio ² (%)
Total	22,815.2	19,505.8	85.5
Sex			
Men	25,847.4	20,550.5	79.5
Women	19,574.0	17,909.7	91.5
Age groups			
16 to 29 years old	14,944.8	11,269.5	75.4
30 to 44 years old	22,577.7	17,782.2	78.8
45 years old and over	25,469.8	21,192.2	83.2
Type of working day			
Full time	26,195.4	22,413.5	85.6
Part time	10,345.3	9,508.6	91.9
Type of contract			
Permanent	24,366.5	20,954.5	86.0
Temporary	15,956.6	13,812.9	86.6
Occupation level ³			
High	32,341.1	30,077.9	93.0
Medium	18,261.5	18,208.2	99.7
Low	16,801.4	13,555.2	80.7

2. Earnings and disabilities, according to the features of the company

	Gross annual wage	
	Persons without disabilities	Persons with disabilities
Total	22,815.2	19,505.8
Size of the unit ⁴		
1 to 49 workers	18,819.8	15,855.4
50 to 199 workers	24,350.4	16,980.4
200 workers or more	28,269.8	24,259.0
Activity sector		
Industry and Construction	25,271.2	21,067.9
Services	22,123.8	19,224.1

¹ Persons with a degree of disability greater than or equal to 33% are considered persons with disabilities, according to the procedure for recognising, declaring and classifying the degree of disability established by RD 1971/1999 amended by RD 1364/2012. RD 1/2013 establishes the persons considered to be persons with disabilities.

² Wage ratio = Earnings of persons with disabilities over those of persons without disabilities, as a percentage. A value of 100 indicates wage equality between the two groups. The further the figure is from 100, the greater the inequality existing between them.

³ Occupation level: - High: directors and managers; scientific, intellectual and support technicians and professionals.
- Medium: employees, craftspersons and skilled workers.
- Low: unskilled operators and workers.

⁴ The selection unit is the Social Security Contribution Account, the administrative concept traditionally used in the wage and labour cost surveys.

Wages of persons with disabilities¹

Year 2012

Wages per worker

3. Earnings, according to type and degree of disability

	Gross annual wage
Total	19,505.8
Type of disability ²	
Physical and other	20,325.2
Intellectual	11,590.2
Mental	16,741.1
Sensory	21,052.5
Degree of disability	
33% to 44%	19,891.7
45% to 64%	18,479.6
65% and over	19,159.6

4. Earnings, according to measures to encourage employment

	Gross annual wage
Total	19,505.8
Discounts in the contribution quotas	
Wage earners who contribute, without discounts or reductions in the contribution quotas	21,889.8
Wage earners who contribute and have discounts or reductions in the contribution quotas	15,935.5
Specific disability contract	
Wage earners with other contracts	19,991.1
Wage earners with a specific disability contract	18,080.5

¹ Persons with a degree of disability greater than or equal to 33% are considered persons with disabilities, according to the procedure for recognising, declaring and classifying the degree of disability established by RD 1971/1999 amended by RD 1364/2012. RD 1/2013 establishes the persons considered to be persons with disabilities.

² Type of disability: Physical and other: impairments of the osteoarticular, neuromuscular, cardiovascular, immunological, respiratory, digestive, metabolic and endocrine systems and other systems.

Intellectual

Mental

Sensory: impairments of the visual and auditory systems

Wages of persons with disabilities¹

Year 2012

Wages per worker

5. Earnings and disability, according to the worker's features

	Gross annual wage	
	Persons without disabilities	Persons with disabilities
Total	14.6	12.8
Sex		
Men	15.9	13.1
Women	13.1	12.2
Age groups		
16 to 29 years old	10.1	8.0
30 to 44 years old	14.1	11.3
45 years old and over	16.5	14.0
Type of working day		
Full time	15.1	13.1
Part time	11.1	10.4
Type of contract		
Permanent	15.2	13.2
Temporary	11.6	10.5
Occupation level ²		
High	20.4	19.4
Medium	11.7	11.7
Low	11.1	9.2

6. Earnings and disability, according to the features of the company

	Gross annual wage	
	Persons without disabilities	Persons with disabilities
Total	14.6	12.8
Size of the unit ³		
1 to 49 workers	12.2	10.5
50 to 199 workers	15.4	11.1
200 workers or more	18.0	15.7
Activity sector		
Industry and Construction	15.2	13.5
Services	14.4	12.6

¹ Persons with a degree of disability greater than or equal to 33% are considered persons with disabilities, according to the procedure for recognising, declaring and classifying the degree of disability established by RD 1971/1999 amended by RD 1364/2012. RD 1/2013 establishes the persons considered to be persons with disabilities

² Occupation level: High: directors and managers; scientific, intellectual and support technicians and professionals.

Medium: employees, craftspersons and skilled workers.

Low: unskilled operators and workers.

³ The selection unit is the Social Security Contribution Account, the administrative concept traditionally used in the wage and labour cost surveys.

Wages of persons with disabilities¹

Year 2012

Wages per hour

7. Earnings according to the type and degree of disability

	Gross annual wage
Total	12.8
Type of disability ²	
Physical disabilities	13.3
Intellectual disabilities	7.4
Mental disabilities	11.3
Sensory disabilities	13.6
Degree of disability	
33% to 44%	13.0
45% to 64%	12.2
65% and over	12.4

8. Earnings according to the employment encouraging measures

	Gross annual wage
Total	12.8
Discounts in the contribution quotas	
Wage earners who contribute, without discounts or reductions in the contribution quotas	14.8
Wage earners who contribute and have discounts or reductions in the contribution quotas	9.9
Specific disability contract	
Wage earners with other contracts	13.3
Wage earners with a specific disability contract	11.3

¹ Persons with a degree of disability greater than or equal to 33% are considered persons with disabilities, according to the procedure for recognising, declaring and classifying the degree of disability established by RD 1971/1999 amended by RD 1364/2012. RD 1/2013 establishes the persons considered to be persons with disabilities.

² Type of disability: Physical and other: impairments of the osteoarticular, neuromuscular, cardiovascular, immunological, respiratory, digestive, metabolic and endocrine systems and other systems. Intellectual/mental. Sensory: impediments of the visual/auditive system